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2 **LITTLE TRAVERSE BAY BANDS OF ODAWA INDIANS**

3 Regular Meeting of the Gaming Board of Directors

4 Odawa Casino Resort

5 Petoskey, MI 49770

6 December 12, 2008

7 **Open Session**
8

9 Meeting called to order at 10:06 a.m.

10 Directors Present:

11 Chairperson Carol Mc Fall

12 Vice Chairperson Judy Pierzynowski

13 Treasurer/Secretary Sheran Patton (excused)

14 Director Dollie Keway (excused)

15 Director Fred Kiogima

16 Staff Present:

17 Denise White, Director of Human Resources

18 Barry Laughlin, Director of Property Operations

19 Catherine Portman, Gaming Board Executive Assistant
20

21
22 Motion made by Chairperson Mc Fall and supported by Vice Chairperson
23 Pierzynowski to adopt the agenda for 12.12.08 with changes. Vote 3 yes. 0 no.
24 0 abstained. 2 absent (Treasurer/Secretary Patton, Director Keway).

25 Motion carried.
26

27 Motion made by Vice Chairperson Pierzynowski and supported by Chairperson
28 Mc Fall to approve the Open Meeting Minutes of 12.01.08 with corrections.
29 Vote 3 yes. 0 no. 0 abstained. 2 absent (Treasurer/Secretary Patton, Director
30 Keway). Motion carried.
31

32 Public comment opens at 10:10 a.m. Cathy Portman

33 Public comment closes at 10:10 a.m.
34

35 Motion made by Vice Chairperson Pierzynowski and supported by Chairperson
36 Mc Fall to approve the changes to the Cage Policies, Sect. B: Bankroll Formula
37 and Sect. C: Poker Room, Revision #54. Vote 3 yes. 0 no. 0 abstained.
38 2 absent (Treasurer/Secretary Patton, Director Keway). Motion carried.
39

40 Motion made by Chairperson Mc Fall and supported by Vice Chairperson
41 Pierzynowski to approve the changes to the Table Games Policy for Sect. A:
42 General, Card, Dice or Ball Inspection, Revision #48 and Sect. B: Blackjack,
43 Card Delivery, Part D: Take and Pay of Bets, Revision #52. Vote 3 yes. 0 no.
44 0 abstained. 2 absent (Treasurer/Secretary Patton, Director Keway).
45 Motion carried.
46

47 Motion made by Vice Chairperson Pierzynowski and supported by Director
48 Kiogima to approve the changes to the Security Policy for Sect. F: Table Games,

1 Revision #44. Vote 3 yes. 0 no. 0 abstained. 2 absent (Treasurer/Secretary
2 Patton, Director Keway). Motion carried.

3
4 Motion made by Chairperson Mc Fall and supported by Vice Chairperson
5 Pierzynowski to go into executive session at 10:38 a.m. Vote 3 yes. 0 no.
6 0 abstained. 2 absent (Treasurer/Secretary Patton, Director Keway).
7 Motion carried.

8
9 Treasurer/Secretary Patton arrives at 10:51 a.m.

10
11 Director Keway arrives at 11:10 a.m.

12
13 Motion made by Treasurer/Secretary Patton and supported by Chairperson
14 Mc Fall to return to open session at 1:24 p.m. Vote 5 yes. 0 no. 0 abstained.
15 0 absent. Motion carried.

16
17 Motion made by Vice Chairperson Pierzynowski and supported by
18 Treasurer/Secretary Patton to approve Team Member Handbook change to
19 470.00 Holidays. Vote 5 yes. 0 no. 0 abstained. 0 absent. Motion carried.

20
21 Motion made by Director Keway and supported by Vice Chairperson
22 Pierzynowski to approve Team Member Handbook change to 203.00 Team
23 Member Use of Resort Outlets with change. Vote 5 yes. 0 no. 0 abstained.
24 0 absent. Motion carried.

25
26 Motion made by Chairperson Mc Fall and supported by Vice Chairperson
27 Pierzynowski to approve Team Member Handbook change to 355.00 Drugs and
28 Alcohol. Vote 5 yes. 0 no. 0 abstained. 0 absent. Motion carried.

29
30 Motion made by Vice Chairperson Pierzynowski and supported by Chairperson
31 Mc Fall to approve Team Member Handbook change to 425.00 Benefits
32 Program. Vote 5 yes. 0 no. 0 abstained. 0 absent. Motion carried.

33
34 Motion made by Treasurer/Secretary Patton and supported by Vice Chairperson
35 Pierzynowski to approve Team Member Handbook change to 125.05 Pre-
36 employment Drug Screening. Vote 5 yes. 0 no. 0 abstained. 0 absent. Motion
37 carried.

38
39 Motion made by Chairperson Mc Fall and supported by Vice Chairperson
40 Pierzynowski to approve Team Member Handbook change to 450.00 Paid Time
41 Off (PTO) with change. Vote 5 yes. 0 no. 0 abstained. 0 absent. Motion
42 carried.

43
44 Motion made by Vice Chairperson Pierzynowski and supported by Chairperson
45 Mc Fall to approve Team Member Handbook change to 410.00 Compensation.
46 Vote 5 yes. 0 no. 0 abstained. 0 absent. Motion carried.

1 Motion made by Chairperson Mc Fall and supported by Director Keway to
2 approve Team Member Handbook change to 485.00 Tuition and Textbook
3 Reimbursement. Vote 5 yes. 0 no. 0 abstained. 0 absent. Motion carried.

4
5 Motion made by Treasurer/Secretary Patton and supported by Director Keway to
6 rescind motion made on 01.11.08 to approve the Directors Hiring Policy to be
7 effective 02.01.08. Vote 5 yes. 0 no. 0 abstained. 0 absent. Motion carried.

8
9 Motion made by Treasurer/Secretary Patton and supported by Vice Chairperson
10 Pierzynowski to approve the "Conditions of Employment" document and content
11 intent requiring Directors employed by the Odawa Casino Resort to sign and
12 have the conditions of their employment be held to the provision contained
13 therein. Effective 12.12.08. Vote 5 yes. 0 no. 0 abstained. 0 absent. Motion
14 carried.

15
16 Motion made by Chairperson Mc Fall and supported by Director Keway to retire
17 the employment contract effective 12.12.08 of the following Odawa Casino
18 Resort Directors. Mike Bodjiak – Director of Hospitality, Susan Foster - Director
19 of Table Games, Phil Gonzales – Director of Marketing, Frank Kersh – Director of
20 Slots, Denise White – Director of Human Resources. Vote 5 yes. 0 no.
21 0 abstained. 0 absent. Motion carried.

22
23 Motion made by Vice Chairperson Pierzynowski and supported by Chairperson
24 Mc Fall to approve ABEL IV as an overall part of the ABEL program. Vote 5 yes.
25 0 no. 0 abstained. 0 absent. Motion carried.

26
27 Motion made by Director Keway and supported by Vice Chairperson
28 Pierzynowski to approve the conditions of employment for designated
29 management. Vote 5 yes. 0 no. 0 abstained. 0 absent. Motion carried.

30
31 Motion made by Vice Chairperson Pierzynowski and supported by Director
32 Keway to accept the General Manager's verbal and written report for 12.12.08 as
33 presented by LOC Chair Denise White and LOC Vice Chair Barry Laughlin.
34 Vote 5 yes. 0 no. 0 abstained. 0 absent. Motion carried.

35
36 Director Keway leaves at 1:56 p.m.
37 Vice Chairperson Pierzynowski leaves at 1:57 p.m.

38
39 Motion made by Chairperson Mc Fall and supported by Treasurer/Secretary
40 Mc Fall to adjourn at 2:00 p.m. Vote 3 yes. 0 no. 0 abstained. 2 absent (Vice
41 Chairperson Pierzynowski, Director Keway). Motion carried.

42
43 A work session on December 18, 2008 at 6:00 p.m.
44 A regular meeting on December 19, 2008 at 11:00 a.m.
45 A work session with Regulatory on December 20, 2008 at 10:00 a.m.
46 A work session with Regulatory on December 27, 2008 at 10:00 a.m.
47 A work session with Regulatory on January 10, 2008 at 10:00 a.m.

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These minutes have been read and approved as written:

_____December 19, 2008
Sheran Patton, Treasurer/Secretary

_____December 19, 2008
Carol Mc Fall, Chairperson